



University Senate Meeting Minutes
Wednesday, November 28, 2018
Location: EMU 145 & 146 (Crater Lake rooms)
3:00 – 5:00 P.M.

Attendance can be found at the bottom of the page.

Call to Order: 3:00 P.M.

Introductory Remarks:

- Introductory Remarks: Senate President Bill Harbaugh
 - Brief review of meeting agenda.
 - Update regarding CAS structure task force, senate and public's participation in this process. Request by the Senate to have a report by the end of the academic year.
 - Announcement: Policy for faculty membership on committees, task forces, and advisory groups to search and review committees for officials such as deans and provosts. Election of faculty for these units.
 - Announcement: Institutional Hiring Plan- institutions and units should be preparing proposals to send to the provost.
 - Announcement: Winter term 2019 - Conflict of Interest and Conflict of Commitment policy proposal will come to the Senate for a vote, as well as the Faculty-Student Sexual and Romantic Relationships policy proposal.

Approval of the Minutes: None

Presentation on Teaching Evaluation Reform

Ginger Clark, USC Associate Professor of Clinical Education and former Academic Senate President

- **Why the change to teaching evaluation reform?**
 - Recommendations from 3 faculty committees in 4 years
 - Provost's initiatives to elevate the status of teaching
 - In response to research findings about student evaluations
- **University Investment in Teaching**
 - Plan for elevating teaching
 - A rework of the definition of excellence- a living document
 - A move away from student evaluations onto a peer review system
- **New Learning Experience Evaluation**
 - Included specific qualitative feedback, 5 subscales, and student engagement items
 - Gives students a voice
 - Should be used by faculty as formative feedback to inform approach
 - May be used to measure student engagement

Business/Reports:

Teaching Evaluation Warning Language; Bill Harbaugh

DRAFT Language

- **Warning: Bias in Student Course Evaluations**
- Research has shown that student evaluations, particularly numerical ratings, are marred by bias against women, racial and ethnic minorities, and other groups, and are generally



unrelated to teaching effectiveness. Despite these problems, numerical ratings using our current instrument may still be collected, and past numerical ratings may still be used in teaching evaluation. The UO Senate, in cooperation with the Office of the Provost, is revising UO's teaching evaluation instruments and practices in response to this research. During this transition, numerical student evaluations of teaching should not be used as a standalone measure of teaching quality for any university purpose. Instead, teaching should be evaluated primarily using instructor self-reflection, peer reviews, and substantive written student comments, in alignment with the academic unit's definition of teaching excellence as that is developed.

Discussion: General Counsel's office notes concern that the Senate's action might override the faculty union CBA. General Counsel also concerned about the opening sentence of the evaluation and its potential discriminatory impact. Senator suggested that old evaluations be used solely for student satisfaction, not evaluation of teaching. Senate President Harbaugh promised to convey that suggestion to the committee (CIET).

Motion to Suspend the Rules to act on Disclaimer Language

Vote: Unanimous – Yes. Moved/Seconded/Carried.

Motion: Senator Sinclair proposed to send disclaimer language back to Continuous Improvement and Evaluation of Teaching Committee (CIET) and ask that they work with the GC to revise disclaimer language for insertion into files moving forward this year (if possible). Second: Senator Balbuena.

Motion to Amend: Senator Balbuena proposed that disclaimer language be presented to those with files being reviewed this year and decide individually whether to include it. Seconded.

Motion Defeated.

No additional discussion.

Call the question.

Main Motion to send back to CIET committee/General Counsel's Office: passed with three opposed.

Committee will provide updates on this to the Senate in the future.

UO's legislative agenda; Libby Batlan & Hans Bernard, UO State and Community Affairs Office (Presentation and Discussion)

Agenda for 2019 Session

- Public University Support Fund
- State Programs
- Oregon Opportunity grant
- Sports Equity Lottery Scholarships
- Capital Construction investments
- Academic Excellence & Community Impact
 - Matching Fund for Sustainable City Year Program
 - Oregon Institute of Marine Biology- Replacement Ship



- ShakeAlert & AlertWildfire Multi-Hazard Network
- State Support for UO's Prison Education Program
- Partnership for Economic Transformation
 - Revenue Restructuring and Cost Containment
 - Support for 2021 World Track and Field Championships

UO's new approach to Dual Career Support; Rhonda Smith & Melanie Muenzer, Provost's Office (Presentation and discussion)

- Exploring solutions to the problem of retention when short term funding runs out for hired faculty
- Pilot the Dual-Career Liaison
- Main focuses from the dual-career liaison
 - Primary contact to schools and colleges who request dual-career support
 - Primary contact to both prospective and current dual-career partners
 - Build on connections already established in community in order to have key contacts for partners

4:57 Vote: US18/19-02: Approval of Curriculum Report, Fall term 2018; Frances White (Vote)

Proposed Amendments and addition to the Fall 2018 Curriculum report

Amendment Passed

Original Report Passed

Open Discussion: None

Reports: None

Notice of Motion: None

Other Business:

Adjournment: 5:03 P.M.

Attendance:

Present: Hans Dreyer, Tom Greenbowe, Anthony Hornof, Chris Phillips, Alan Rempel, Margaret Sereno, Chris Sinclair, Anne Wood, Bill Harbaugh, Madonna Moss, Eileen Otis, Zhuo Jing-Schmidt, Colin Koopman, Vsevolod Kapatsinski, Michael Stern, Alejandro Vallega, Tyler Kendall (subbing for David Wacks), Mark Whalan, Sylvan Lionni, Akiko Walley, James Tice, Chris Murray, John Seeley, Elizabeth Skowron, Susan Gary, Robin Clement, Ali Emami, Toby Koenigsberg, Monique Balbuena, Edward Davis, Megan Austin, Elizabeth Peterson, Cheryl Ernst, Keith Frazee, Melina Pastos, Janelle Bond, Maddie Moore, Brian Sun, Xiao Dai, Jay Butler, Zach Fairchild, Terry McQuilkin, Josh Razink, Betina Lynn (Senate Executive Coordinator)

Absent: Lou Moses, Katie Meehan, Glen Waddell, Pedro Garcia-Caro, Laura Leete, Chris Chavez, Jack Boss, TBD Student Member

Excused:

Guests: Avinnash P. Tiwari, Kate Myers, Hans Bernard, Libby Balta, Ron Bramhall, Robert Garral, Mike Urbancic, Ginger Clark, Lee Rumbarger, Sierra Dawson, Libby Batlan